

JOB EVALUATION PLAN

A single point-factor evaluation plan is used to determine the overall value of each job in relation to other jobs. The evaluation plan consists of eleven common factors used to determine the value of the jobs. The eleven factors and their relative importance (weight) are:

	<u>Relative Weight</u>
• Knowledge	10.5%
• Experience	10.3%
• Complexity	15.4%
• Impact of Actions	<u>20.8%</u>
• Direct Supervision Exercised	6.7%
• Indirect Supervision Exercised	5.1%
• Internal Contacts	9.8%
• External Contacts	9.4%
• Physical Effort	4.0%
• Work Environment	4.0%
• Physical Skills	4.0%